

Community

Pitney Bowes is dedicated to investing in the communities we serve. Through the Pitney Bowes Foundation and corporate contributions, we provide grants and matching gifts to worthy causes.

We align our philanthropic giving with our corporate mission, with a focus on supporting literacy and education. We encourage employee involvement, and our employees donate thousands of hours each year in support of literacy programs and other community initiatives.



Literacy and Education

We provide funding to non-profits working on literacy and education initiatives. Our special focus is on programs designed to help close the achievement gap and strengthen the future workforce. Programs include after-school and summer reading programs, mentoring and job training.

Employee Involvement

Our employees dedicate time and money to causes they care about and help transform our communities. We support their charitable efforts in several ways:

- **Matching Grants** – We conduct annual giving campaigns in the United States, the United Kingdom and Canada that permit employees to make charitable contributions via payroll deduction.
- **Volunteering** – We support employees' volunteer efforts through grants to the organizations where they volunteer, and through grants to volunteer project teams to cover materials and supplies.
- **Local Community Support** – We support our communities where we live and work through grants made by teams of Pitney Bowes employee volunteers.
- **Disaster Relief** – The Pitney Bowes Relief Fund, financed by employee contributions and Foundation matching funds, helps to ensure that employees and others have access to essentials in times of critical need.

Performance 2009

We report on total giving through the Pitney Bowes Foundation and corporate contributions.

Literacy and Education

Literacy and education are essential for everyone's success and vital to the economic well-being of communities. Having built a global business on improving the effectiveness of written communication, Pitney Bowes has a vital interest in literacy and education. We also believe that by supporting literacy and education programs, we can improve countless lives and strengthen the fabric of communities everywhere we are involved. Each year we grant approximately \$1.4 million to organizations working on these issues, with a particular focus on programs aimed at closing the achievement gap and preparing the workforce of tomorrow.

Our employees are passionate about this commitment and apply their energy and experience to help children, families, schools and related charities through thousands of hours of volunteer time every year.

In the United States, we make 60-80 grants each year, focused on communities where we have a presence and where the population is underserved or at risk. Many of the programs we support focus on children aged 3-12 from the pre-kindergarten level up through elementary and middle school. We support school-year enrichment initiatives such as Head Start, mentoring and after-school homework support, as well as summer learning opportunities to help consolidate gains made during the school year and minimize losses over the summer vacation. We also support programs at the high school level and beyond, including mentoring, job training and GED courses.

Some of the organizations and programs we support:

- *Reading Is Fundamental* – early literacy support for children and caregivers through family literacy events, reference materials and lending libraries
- *Network For Teaching Entrepreneurship* – middle school summer camps and a high school competition to help young people from low-income communities build skills and launch businesses
- *National Urban League* – youth education programs
- *National Center for Family Literacy* – programs that help parents and children learn together
- *ProLiteracy* – literacy and workforce readiness programs for adults
- *National Literacy Trust (U.K.)* – the Pitney Bowes Pushing the Envelope Campaign, an annual auction of artwork designed by celebrities and executed on envelopes
- *Everybody Wins! USA* – Project LEAP (Literacy Enhancement Action Plan), supporting local and regional affiliates as well as national mentoring programs for low-income elementary students

Employee Involvement

We know that responsible corporate citizenship helps us to attract and retain good employees. We also recognize that our people can develop useful skills outside the workplace. And we believe that encouraging greater engagement in our local communities reinforces employees' engagement in our company. For all these reasons, we encourage employees to get involved as volunteers and supporters of community organizations.

Match Funding for Employee Contributions

We encourage employees to make charitable donations, and we support their efforts by matching their contributions to eligible charities in the United States, Canada and the United Kingdom. We conduct annual giving campaigns and allow employees to contribute through payroll deduction. We match their contributions to eligible charities 100 percent.

Family Literacy Night in Corona, CA
For years Pitney Bowes and Reading Is Fundamental (RIF) have worked together to help motivate young children to read through programs that also involve parents, outside caregivers and community members. In August 2009, more than 800 children and their families took part in a "Share the Message: READ!" expo at the Coronita Elementary RIF program in Corona, California. We helped staff the event with more than 20 employee volunteers, and also provided a communications-themed lending library and Story Sampler activity book to the school.



2009 National Youth Entrepreneurship Competition

The Network for Teaching Entrepreneurship (NFTE) provides entrepreneurship education to young people from low-income communities in 21 states and 12 countries. Pitney Bowes has supported numerous NFTE programs since 2004, including entrepreneurship clubs, middle school summer camps and an annual competition that teaches both the rigors and the joys of launching businesses. The three top winners in 2009 are shown meeting with President Barack Obama shortly after the awards ceremony.



Global Grants for Volunteerism

We provide grants to non-profit organizations in recognition of the hours individual employees contribute, and to cover the costs of supplies and materials needed for team volunteer projects. Our recognition grants start at \$125 for 25 hours of service and progress up to \$500 per year per employee for 100 hours or more of volunteering. Our team project grants support the volunteer activities of groups of three or more employees.

Volunteering That Supports Personal Development

In keeping with our strategic philanthropic focus, we offer employees structured volunteering opportunities linked to literacy and education initiatives. At the same time, we see volunteer service as an opportunity for employees to develop their skills. We encourage employees to serve on local committees and non-profit boards, and our Community Investment and Human Resources teams work together to match employees' personal development goals with available volunteer opportunities. We also recognize outstanding volunteer initiatives through our company's highest employee honor, the Pitney Bowes Impact Award.

Local Community Support

In addition to making contributions at the national level, we encourage Pitney Bowes facilities to contribute at their local level. In the United States, we also provide central funding for certain local initiatives selected by employee community leadership teams. These teams allocate 70 percent or more of the available funds to local literacy and education programs, with the remainder used to meet other community needs. Early in 2010 we strengthened our support for local leadership teams with a new scope of responsibility, "how to" toolkits and an online teamsite to facilitate collaboration and information-sharing across businesses and regions.

Disaster Relief

The *Pitney Bowes Relief Fund* was established in 1992 to provide for colleagues and others whose lives are disrupted by natural disasters or personal misfortune. Financed by employee contributions and a Foundation match, the Relief Fund gives recipients access to food, shelter, clothing and medical care in catastrophic situations. Pitney Bowes bears the Relief Fund's administrative costs and the Salvation Army manages its operations, ensuring that all donations directly benefit those who need assistance and leverage community-based resources. So far the Relief Fund has distributed more than \$2.5 million in assistance.

In addition, the Pitney Bowes Foundation launches special matching appeals following natural disasters that impact Pitney Bowes employees, customers and communities. Our most recent disaster relief drive followed the January 2010 earthquake in Haiti. Between individual donations and the company match, we committed nearly \$70,000 by the end of February.

Passing A Million Minutes with the WNBA

Spurred on by Pitney Bowes, the National Center for Family Literacy and the Women's National Basketball Association, young students logged more than a million minutes of reading time last summer under the WNBA's Fast Break to Reading program. Starting in June, the program reached across 10 cities to provide Reading Timeouts featuring players, students and over 143 Pitney Bowes volunteers who contributed over 900 hours. We also provided team volunteer grants to fund the purchase of books given away in the sessions to each child. Overall, employees participated in more than 50 events across the U.S. to raise awareness among families and children about the importance of reading.



Collaborating with Our Communities

We encourage employees at every level to contribute actively to the life of their communities. Here's a sampling of their achievements in 2009.

Washington, D.C.

Volunteers from Pitney Bowes Government Solutions joined forces for a tear-down and build project for The Fishing School, a nationally recognized youth development organization.



Spokane, Washington

Volunteers have to move fast to stay ahead of the conveyor at Spokane, Washington's 2nd Harvest food bank. Pitney Bowes employees, family members and friends boxed nearly six tons of food to help feed the hungry during last year's recession. The company also chipped in with a \$1000 donation, underscoring its commitment to local community needs.



Harlow, Essex, United Kingdom

Pitney Bowes employees raised £1800 to enable the children of First Kingsmoor Scout Group to experience a summer of adventure and development.



Melbourne, Australia

Every year, hundreds of thousands of Australians get together to pick up litter and clean up the environment on Clean Up Australia Day. This year's volunteers included teams from Pitney Bowes Business Insight offices in Sydney, Melbourne and Brisbane. Over the past 20 years, the program has devoted more than 24 million hours and collected more than 200,000 tons of trash.



Noida, India

Headquartered just outside New Delhi, PBBI India takes citizenship seriously with a range of programs to help orphaned children, low-income women and others in need. So far its annual blood drive has drawn more than 200 units of blood from PBBI employees. Last year the group also took part in efforts ranging from Environment Week to the national "Purani Jeans" drive for clothing donations. Such programs also contributed to the company's recognition in the spring of 2010 as one of India's Top 50 Best Places to Work For by the Great Place to Work[®] Institute.



Toronto, Canada

Twenty-eight Pitney Bowes of Canada employees helped build 16 homes under Habitat for Humanity International's Adopt a Day program.



Milford, CT

Sponsored by Pitney Bowes, the Special Olympics Holiday Sports Classic bowling tournament drew more than 1,200 entrants for a weekend of action and achievement. More than 100 employee volunteers shared their time and talents with these inspiring young athletes.



Stamford, CT

Two senior executives were recognized for inspiring volunteerism through personal example. The Volunteer Center of Southwestern Fairfield County, Connecticut honored Pitney Bowes Chairman, President, and CEO Murray D. Martin with its 2009 Heart of Gold Award for his history of promoting successful collaboration between the business and nonprofit communities. And the city of Stamford named the company's Chief Marketing and Communications Officer, Juanita T. James, as its 2009 Citizen of the Year for her wide-ranging involvement in civic and charitable causes throughout the community.



Performance 2009

Total Giving (Pitney Bowes Foundation & Corporate Contributions): \$4.8 million

Literacy and education contributions (by focus area)

• Achievement gap	82%
• Workforce preparedness	18%
• Students served	21,774
• Student hours	625,661

General charitable contributions

- Total company match to individual charitable contributions: \$2.3 million

Employee volunteerism

- Employees volunteered over 65,000 hours in 2009

Awards and Recognition

100 Best Corporate Citizens, CRO Magazine's tenth annual ranking of publicly traded Russell 1000 companies (we placed #84).



Corporate Good Neighbor Award in Light a Fire 2009, A Celebration of Giving, by Moffly Media, publisher of several magazines in Fairfield County, Connecticut.

